U.S. EMPLOYEE HANDBOOK

Section 3 – Safety & Security and Employment

Effective August 1, 2022

This Handbook supersedes all previous employee handbooks

ACKNOWLEDGEMENT
RECEIPT OF EMPLOYEE HANDBOOK SECTION 3

I acknowledge and understand that CEC's Employee Handbook is comprised of the following 4 sections: Section 1 – Welcome, Key Points and the Basics, Section 2 – Benefits & Time Off, Section 3 – Safety, Security and Employment, and your specific location Addendum (collectively referred to as the "Handbook"). It is my responsibility to read, understand, and follow all the policies, practices, rules, and regulations explained in all Handbook sections and addendums effective on August 1, 2022.

I understand that if I fail or refuse to acknowledge all 4 Sections of the Handbook and the appropriate Addendum, I am still subject to the terms and conditions set forth in the Handbook.

I understand that this Handbook replaces all prior CEC (including Peter Piper Pizza) handbooks and personnel policies and procedures on the subject matter contained herein (but excluding CEC's Code of Business Conduct and Ethics, which is to be read together with this Handbook).

I understand that the policies contained in the Handbook are not intended to create any contractual rights or obligations. I further understand that CEC has the right to modify, amend, or withdraw any or all of the policies and procedures described in this Handbook at any time at its sole discretion.

I understand that it is my responsibility to keep abreast of policies, procedures, and benefit changes through CEC-approved shared drives, newsletters, and/or memos.

I understand and agree that my relationship with CEC is "at will," which means that my employment is for no definite period and may be terminated by me or by CEC at any time, with or without cause or notice, for any reason not otherwise prohibited by law.

This Handbook must be returned to CEC upon my resignation or the termination of my employment.

If Restaurant Location Employee:

- I acknowledge that I was given an opportunity to review the CEC Employee Handbook and instructions for obtaining a copy will be maintained in the restaurant for employees. I understand that if I have questions regarding specific information contained in the Handbook, I can contact my Manager and request a written copy of the information. If I have additional questions about the application or interpretation of any policies or practices, I may contact Human Resources.

If Support Center, RSC, or SPT Employee:

- I acknowledge that I have received a copy of the CEC Employee Handbook and have had an opportunity to ask any questions about the policies and practices described in the Handbook. If I have any additional questions about the application or interpretation of any such policies or practices, I will contact Human Resources.

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CHAPTER 1 – CREATING A SAFE & SECURE PLACE TO WORK

1.1 CONTROLLED SUBSTANCES POLICY

CEC is committed to protecting the safety, health, and well-being of its employees, Guests, and all people who come into contact with its employees, workplaces, and property, and/or use its services. The Company recognizes that drug and alcohol abuse pose a direct and significant threat to this goal, and to the goal of a productive and efficient work environment in which all employees have an opportunity to reach their full potential. The Company is committed to ensuring a substance-abuse-free working environment for all employees and underscores that commitment through implementation and enforcement of this Controlled Substances Policy ("Policy").

CEC strictly prohibits the unlawful or unauthorized possession, use, sale, attempted sale, purchase, attempted purchase, conveyance, distribution, transfer, dispensation, cultivation, and/or manufacture of illegal drugs, drug paraphernalia, controlled substances, or other intoxicants at any time, and in any amount or any manner while working, present on CEC's premises, during CEC events, or representing CEC in any way.

Employees who use any drugs or controlled substances that the employee or his or her health-care provider believes may impair the employee's ability to perform his or her job responsibilities safely are responsible for notifying their immediate supervisor or the Human Resources Department so that steps can be taken to minimize the safety risks that may be posed by such use. However, this does not create any right to report to work under the influence of medical marijuana, a legal drug, or to use medical marijuana or the use of a legal drug as a defense to a positive drug test, to the extent the employee is subject to any drug testing requirement, and in accordance with applicable law. Employees may be asked to obtain a doctor's certification that the employee can perform the responsibilities of his or her position and without posing any safety concerns.

Any information CEC may learn about an employee's health or medicines will be treated as confidential and will be shared with CEC personnel only on a need-to-know basis.

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when providing any medical information including a doctor's certification. "Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

Alcohol

CEC strictly prohibits the use or possession of alcohol while at work, including while on rest or meal breaks. The Company also prohibits the use of alcohol, or the possession of opened containers of alcohol by employees operating Company-provided vehicles or operating any other vehicle while on Company business. Moreover, the use or abuse of alcohol off-the-job which could impair, to any extent, performance on-the-job, will be considered a violation of this Policy and subject the individual to discipline, up to and including termination. Notwithstanding this policy, Company executives may occasionally authorize the consumption of alcoholic beverages at approved Company functions at designated sites. If the Company approves such an event, each employee participating in the event is responsible for adhering to any and all rules and requirements established by the Company for the event (including, but not limited to, per person drink limits and prohibition against sharing alcoholic beverages with other employees). Failure by any employee to follow such rules will be considered to be in violation of this Policy, and the employee will be subject to adverse employment action, up to an including termination of employment, including for a first offense.

Drug and Alcohol Testing

As permitted by applicable law, applicants or employees may be subject to drug and/or alcohol testing as a condition of beginning or continued employment as directed by CEC at its sole discretion. This includes, but is not limited to, drug and/or alcohol testing:

- on a for-cause basis;
- as part of a post-incident investigation;
- during and post-rehabilitation, including return-to-duty testing;
- prior to promotion;
- due to a reasonable suspicion; and/or
- as otherwise deemed necessary and appropriate by CEC.

Where a job applicant is required to take and pass a drug test as a condition of employment, a confirmed positive test will result in the withdrawal of the conditional offer of employment and/or termination of employment unless prohibited by local or state law. A job applicant's refusal to submit to testing, failure to fully cooperate in the testing process, and/or attempt to tamper with, substitute for, adulterate, dilute, or otherwise falsify a test sample will be considered a withdrawal from the application process and will result in denial of employment.

Likewise, a current employee's refusal to submit to drug testing or alcohol testing; failure to fully cooperate in the drug testing or alcohol process; attempt to tamper with, substitute for, adulterate, dilute, or otherwise falsify a drug test or alcohol test sample; and/or any other conduct that would intentionally prevent or compromise a valid drug test or alcohol test result will be considered insubordination and will result in termination of employment unless otherwise prohibited by state and/or local laws.

Consequences of A Positive Test or Diluted / Incorrect Temperature Test

Any current employee whose drug test is positive will be considered to be in violation of this Policy, and will have his or her employment terminated, including for a first offense, unless otherwise prohibited by state and/or local laws. A current employee whose alcohol test is positive will be considered to be in violation of this Policy, and will be subject to adverse employment action, up to an including termination of employment, including for a first offense.

CEC will comply with all applicable state and local laws related to drug testing in the workplace including, but not limited to, counseling and enrollment in rehabilitation programs where required by law. In circumstances which warrant it, CEC will also notify law enforcement, and will fully cooperate with any resulting investigation and prosecution.

In the event the collection site determines an incorrect temperature of the specimen or a diluted sample, the job applicant or employee will be required to submit to a second collection immediately. An employee who fails to do so will result in the test being reported as "refusal to test" and will be grounds for disciplinary action up to and including termination.

Employee Assistance

The Company strongly encourages employees who believe that they have a problem with alcohol or drugs, legal or illegal, to seek assistance before a violation of this Policy is found. For those employees who self-identify a substance-abuse problem to the Company, sources of help may be provided. The employee would be referred for a medical assessment, possible counseling and rehabilitation, and possible re-testing during and after rehabilitation, and would, at the Company's sole discretion, be subject to continued employment.

Appeals Process

A job applicant or employee whose drug test or alcohol test yields a positive result will be offered the opportunity to discuss the results with a Medical Review Officer ("MRO"). The purpose of the discussion will be to determine if there is any reason that a positive finding could have resulted from some cause other than drug or alcohol use. The MRO will solely judge whether an offered explanation merits further inquiry. The Company, through its Human Resources Department, will be responsible for the final employment decision when this situation occurs.

A job applicant or employee whose drug test or alcohol test yields a positive result will be offered the opportunity to: (1) obtain an independent drug test or alcohol test, at the employee's/applicant's expense, using the remaining portion of the specimen that yielded the positive result; and/or (2) obtain the written drug test or alcohol test result and submit it to an independent medical review at the employee's/applicant's expense.

During the period of an appeal and any resulting inquiries, the pre-employment selection process for a job applicant will be placed on hold, and the employment status of an employee may be suspended. An employee who is suspended pending appeal will be permitted to use any available annual leave in order to remain in an active pay status. If the employee has no annual leave or chooses not to use it, the suspension will be without pay.

Confidentiality

All information relating to drug testing or alcohol testing or the identification of persons as users of drugs and alcohol will be protected by CEC as confidential unless otherwise required by law, overriding public health and safety concerns, or authorized in writing by the person(s) in question. Results will be disclosed to only those Company personnel with an actual "need-to-know" or upon employee request.

Searches

When CEC has a "reasonable suspicion" that an employee is violating any aspect of this Policy, he or she may be asked by the Company to submit immediately to a search or inspection unless otherwise prohibited by applicable state and/or local laws. Such a search or inspection can be required at any time (including during breaks and meal periods) while on Company premises or while representing the Company.

Permitted searches include requiring the employee to make his or her desk, work station, storage locker, briefcase, purse, pockets, wallet, personal belongings, vehicles, accommodations, and/or any other property that he or she uses, has access to, and/or has control of, available for inspection. All searches will be conducted in accordance with applicable federal, state and local laws. Although the Company does not permit a physical search of an employee's person, a supervisor may request such a search from law enforcement where reasonable suspicion exists that this Policy is being violated.

Entry on to the Company's premises or participation in Company activities constitutes consent to searches and inspections. An employee's refusal to consent to a search or inspection when requested by CEC constitutes a violation of this Policy and, as with other violations of this Policy, is grounds for adverse employment action, up to and including termination of employment unless otherwise prohibited by applicable state and/or local laws.

Compliance with State And Local Laws

This Policy is intended to comply with the requirements of any and all state and local laws, and in the event there is a conflict between any provision of this Policy and any such laws, the latter shall prevail. However, the provisions of this Policy affected by such conflict shall be curtailed and limited only to the extent necessary to bring it within the requirements of the law. Please refer to CEC's "Controlled Substances and Drug Testing" policy in this Handbook for definitions of terms and further detail on all aspects of this policy.

1.2 WORKPLACE VIOLENCE

CEC is committed to providing a safe work environment that is free from acts and threats of violence. Workplace violence is any conduct that is severe, offensive, or intimidating enough to make an individual reasonably fear for his/her personal safety or the safety of family, friends, or property. It can include or be affected by acts occurring on or off of CEC's premises, regardless of the relationship between CEC and the perpetrator or victim of the behavior.

Conduct that threatens, intimidates, or coerces another employee, a vendor, a workplace visitor, a Guest, or a member of the public will not be tolerated. This prohibition includes all acts of harassment, including harassment that is based on any protected class as defined by federal, state, or local law. If you commit acts or threats of workplace violence, you will be subject to disciplinary action up to and including termination of employment and, in addition, you may face legal consequences including criminal prosecution.

Examples of conduct that may be considered threats or acts of violence in the workplace include, but are not limited to:

- Threatening an individual with harm, making physical or aggressive contact with or toward another individual, or engaging in behavior that causes a reasonable fear of such harm or contact;
- Intentional destruction or threat of destruction of CEC's or another's property;
- Harassing or threatening physical harm or offensive conduct/behavior;
- Humiliating or intimidating conduct/behavior, verbal and non-verbal statements or expressions, written or electronic communications, including but not limited to phone calls, emails, letters, faxes, website materials, social media postings, diagrams or drawings, gestures and any other form of communication that causes or could cause a reasonable fear and/or intimidation response in others;
- Stalking;
- Engaging in or supporting the inappropriate use of firearms or weapons of any kind;
- Domestic violence; and
- All forms of bullying, or any other hostile, aggressive, injurious and/or destructive action undertaken for the purpose of domination or intimidation, including verbal, physical, and gestures.

CEC does not expect you to be skilled at identifying potentially dangerous persons; however, you are expected to exercise good judgment and to inform Risk Management and/or Human Resources if any person exhibits behavior that could be a sign of a potentially dangerous situation.

CEC has implemented a background check policy to review a candidate and an existing employee's background to reduce the risk of hiring or promoting individuals with a known history of violent behavior. You must follow and adhere to all policies, procedures, and training provided by CEC relating to safety and security. Compliance with these policies, procedures, and training is important for the reduction of workplace violence.

In case of an emergency, if you believe that you, or anyone else, is in immediate danger, you should contact the Police Department by dialing 911. All acts of violence or threats of violence, both direct and indirect, should be reported as soon as possible to your immediate supervisor or the Manager On Duty, and also to Risk Management (at (972) 258-5522), Human Resources (at (972) 258-8507), Ethics Point (toll-free at (800) 789-5216 or http://www.cecentertainment.ethicspoint.com/). This includes acts or threats by employees, as well as threats by vendors, solicitors, or other members of the public.

Retaliation against anyone for reporting an actual or suspected violation of this Policy in good faith will not be tolerated and will subject the individual engaging in the retaliation to discipline up to and including termination of employment. Any complaints about retaliation should be reported to Human Resources.

1.3 WEAPON-FREE WORKPLACE

To ensure that CEC maintains a workplace safe and free of violence for all employees and visitors, the Company prohibits the possession or use of perilous weapons on Company property, except where authorized by and in accordance with any applicable state or local law. This prohibition applies even if you possess a permit or license and even if you are in state that permits open or concealed carrying of weapons. In addition, you may not, at any time, while conducting Company business or participating in a Company event at a location other than the Company premises (such as vendor locations, trade shows, or event venues) unlawfully use or possess perilous weapons.

Unless otherwise prohibited by law, possession of a weapon on Company property may be authorized only by the Chief Legal and Human Resources Officer or the Risk Management Department. Authorization will be given only to allow security personnel or a trained employee to have a weapon on Company property when this possession is determined necessary to secure the safety and security of CEC employees or visitors.

If you are in violation of this Policy, you will be subject to disciplinary action, up to and including termination of employment. All CEC employees are subject to this provision, including contract and temporary employees and visitors on Company property.

“Company property” is defined as all Company-owned or leased buildings and all Company-owned or leased vehicles, whether on or off Company property.

“Perilous weapons” include, but are not limited to, firearms, explosives, knives, or other weapons that might be considered dangerous or that could cause harm. You are responsible for making sure that any item possessed by you adheres to applicable federal, state, and/or local laws and is not prohibited by this Policy.

1.4 ON-THE-JOB INJURIES – INCIDENT REPORTING

CEC strives to provide a safe work environment for all employees, and its safety policies and programs are intended to prevent injuries. You must follow the guidelines, policies, and procedures outlined in the Company's Safety Program & Crisis Response Manuals, which are available on the Company's approved shared drives and/or at your location. Failure to follow these guidelines (including but not limited to a violation of safety rules, horseplay or other unsafe conduct, improper use of equipment, etc.) may result in the denial of Workers' Compensation benefits in the event of an injury. CEC is committed to fulfilling its obligations under all federal, state, local, and Workers' Compensation statutes and provisions.

If you are injured on the job, you must:

- Report all incidents and accidents immediately to your supervisor, whether first aid or outside medical treatment is required;
- Make every effort to schedule your medical visits and physical therapy around your work schedule;
- Keep all scheduled medical visits;
- Keep your immediate supervisor advised of work status and provide a medical note after each medical visit that outlines your current progress, any medical restrictions that affect your ability to work safely, and if you are off work, the expected return to work date.

Supervisor's Responsibilities

If an employee sustains an injury at work, it is the immediate supervisor's responsibility to:

- **Immediately call 911 if the situation warrants emergency medical attention;**
- Report all incidents and accidents immediately to CEC's Accident/Injury external Administrator at (877) 232-2524 with the employee present, unless 911 is called;
- If the employee is a minor, contact his or her parents promptly;
- Ensure that the list of medical providers is posted on the bulletin board in a commonly used area;
- Maintain contact with any employee who is unable to work on a regular basis;
- Maintain contact with your Workers' Compensation Administrator at the Support Center regarding lost time, missing or reduced hours.

State-specific requirements must be followed. Please direct any questions regarding these requirements to the Risk Management Department ((972) 258-5522 or email at riskmgmt@cecentertainment.com)

1.5 EMERGENCY PROCEDURES

Support Center employees should refer to the "Emergency Procedures" section of the Support Center Addendum to this Employee Handbook. All other employees should refer to the Company's Safety Program and Crisis Response Manual, a copy of which is kept at all Company locations.

1.6 RESPONSIBLE ALCOHOL SERVICE

CEC operates in compliance with all federal, state, and local laws concerning the service of alcohol. It is mandatory that CEC employees follow the Company's Responsible Alcohol Service Policy and comply with the following:

- Alcohol should be served only by employees who are certified and otherwise legally permitted to do so. The minimum age of employees who may serve alcohol varies by state. Any questions related to the minimum age for a particular state can be directed to your General Manager, the Manager on Duty, or your District Manager/Area Director.
- For policies relating to whether birthday hosts/hostesses may serve alcohol to a party, speak with your operations management.
- No alcohol will be served to any person under the legal age as dictated by law. Acceptable identification (including a photo and date of birth) should be requested for every individual purchasing alcohol.
- You are prohibited from consuming alcoholic beverages on CEC's premises while on duty. Additionally, this prohibition applies when you are off duty while wearing apparel, including lanyard, displaying the CEC or PPP logos.
- Operations employees are required to participate in the Company's alcohol service training.
- Per liquor codes, additional training may be required for employees in certain cities, counties, or states. The store's General Manager or District Manager/Area Director will arrange the needed training.
- Do not serve alcohol to visibly intoxicated individuals. CEC does not expect you to be skilled at determining whether a person is past the legal limit of intoxication; however, you are expected to exercise good judgment and are required to look for visible signs of intoxication when serving alcohol. If any person who attempts to purchase or consume alcohol exhibits behavior that indicates intoxication, do not serve alcohol to that person and contact the Manager On Duty immediately to address the situation.

Failure to follow any of the aforementioned procedures or a violation of the Company's policy regarding responsible service of alcohol may result in disciplinary action up to and including termination of employment. In addition, if you fail to comply with the law, you may incur criminal liabilities.

1.7 TOBACCO USE

CEC strictly prohibits the use of tobacco products inside any Company-owned or leased building or vehicle. Such products include, but are not limited to, cigars, pipes, cigarettes, electronic cigarettes, and chewing tobacco. In addition, CEC complies with all applicable state and local laws related to tobacco use in the workplace.

CEC recognizes that the decision to smoke is a personal one, therefore, you are allowed to smoke during scheduled meal and rest breaks in designated smoking areas. Such areas must be outdoors, and away from main entrances/exits, as required by federal, state, and local laws.

Where smoking is permitted, employees are required to use ashtrays or similar receptacles to guard against fire and maintain a clean environment. Employees should be cognizant that other employees and Guests may have allergies or be sensitive to the smell of smoke on clothing or hair and should make every effort to come to work or return from break free from the smell of smoke.

If you observe a person smoking in a prohibited area, you should politely inform the offender that the area is a non-smoking area and inform him or her of the location of the nearest designated smoking area. At our stores, the Manager on Duty should be informed of situations of non-cooperation.

Employees who violate this Policy may be subject to disciplinary action, up to and including termination of employment. Any complaints or questions regarding tobacco use in the workplace should be directed to the Human Resources Department. Employees will not be subject to retaliation for reporting violations of this policy in good faith.

1.8 USE OF WIRELESS DEVICES WHILE DRIVING

CEC is committed to fulfilling its obligations under all applicable federal, state, and local statutes and regulations as it pertains to employee use of cell phones or other electronic devices while driving. You are responsible for knowing the driving laws anywhere you drive, and you are required to abide by all federal, state, and local laws related to the use of such equipment while driving. This Policy applies when you are driving, and any of the following apply:

- you are driving for CEC business;
- you are using a CEC-issued electronic device; and/or
- you are using an electronic device for business purposes.

CEC strictly prohibits the use of cell phones or other electronic devices while driving a vehicle, except that hands-free devices may be utilized where permitted by law. Whether or not prohibited by the applicable law, while you are driving, CEC prohibits reading or sending text messages or emails on Company business, or regarding any matter relating to Company business. Safety must come before all other concerns. Thus, regardless of the circumstances, including during slow or stopped traffic or while on your personal time, use of a cell phone, or other electronic devices while driving is never required by the Company.

Above all, you are always expected, while driving, to use your good judgment and refrain from using electronic devices or discontinue use, even hands-free, if you believe using the device would be unsafe considering the driving conditions.

1.9 COMPLAINT AND REPORTING PROCEDURES

CEC is committed to establishing and maintaining high ethical principles and standards, providing a safe and satisfying work environment, and ensuring a work environment free from illegal, unethical, or immoral behavior. As part of the Company's commitment to these principles and standards, CEC has established these complaint and reporting procedures as a means for employees to report any alleged improper actions or activities. This Policy is not intended to replace any existing reporting procedures in other policies but is included to provide employees with an option to report any issues about which they are concerned.

Reporting Human Resources Issues

You can report any human resources concerns, including an incident of any illegal, immoral, or unethical behavior by contacting the toll-free Ethics Point hotline at (800) 789-5216. Calls will be answered by a third-party operator 24 hours a day, 7 days a week. The call will be handled promptly. You may also make a report at the Compliance Hotline website (Ethics Point) by visiting http://www.cecentertainment.ethicspoint.com. You can also contact Human Resources during normal business hours at (972) 258-8507 OR employeerelations@cecentertainment.com. CEC will treat all complaints as confidential to the extent permissible under applicable laws and in light of CEC's need to investigate and respond to the complaint.

Reporting Accounting and Auditing Issues

This policy also addresses issues related to accounting and auditing matters. CEC has provided a Compliance Hotline (Ethics Point) where employees can anonymously and confidentially call and report alleged improper activity related to accounting issues (e.g., fraud, theft, inventory discrepancies, financial reporting issues, etc.) and auditing issues (e.g., discrepancies with Company policies and/or procedures). The Compliance Hotline (Ethics Point) toll-free number is (800) 789-5216. Full details of the program can be found on CEC's website at www.chuckecheese.com or at the Company's approved shared drives.

You may also use go to the Ethics Point website (http://www.cecentertainment.ethicspoint.com/) if you prefer to enter your question or complaint online. Complaints can be made to Ethics Point 24 hours a day, 7 days a week. All complaints will be addressed promptly and treated in a confidential manner to the extent possible and as permitted by law. When providing a complaint to Ethics Point, please provide details of the nature of the complaint, including the parties involved, and the office or store location in which the incident occurred.

For purposes of clarity, under no circumstances will the Company or any of its Affiliates interpret any of its or their agreements or arrangements to which you are subject in a manner that would (a) prohibit you from making reports of possible violations of U.S. federal law or regulation to any governmental agency or entity in accordance with Section 21F of the Securities Exchange Act of 1934, Section 806 of the Sarbanes-Oxley Act of 2002, or any other whistleblower protection provisions of U.S. federal law or regulation, or (b) require notification or prior approval by the Company or any of its affiliates of any such reporting.

Reporting Health and Safety Hazards

CEC strives to maintain safe working conditions for all employees. Everyone must be safety conscious. Employees are expected to report any potential safety hazards immediately to their supervisor or the Risk Management Department at (972) 258-5522 or email to riskmgmt@cecentertainment.com. Managers are required to inform Risk Management immediately of all incidents to ensure proper regulatory processes are followed.

Employees who are injured while on the job may be eligible for Workers' Compensation benefits. It is important that injured employees report accidents promptly and accurately to assist in determining eligibility for Workers' Compensation benefits.

Prohibition Against Retaliation

CEC strictly prohibits retaliation in any form against anyone who in good faith submits a complaint pursuant to any policy in this Handbook. The prohibition against retaliation also applies to any employee who in good faith cooperates with any investigation of a complaint. Any acts of retaliation will be considered a violation of this Policy, and corrective action will be taken promptly, up to and including termination of any individual who engages in any form of retaliation. Any employee who makes a complaint in bad faith, however, or who refuses to cooperate or intentionally provides false or misleading information during an investigation will be subject to discipline, up to and including termination of employment.

For purposes of clarity, under no circumstances will the Company or any of its Affiliates interpret any of its or their agreements or arrangements to which you are subject in a manner that would (a) prohibit you from making reports of possible violations of U.S. federal law or regulation to any governmental agency or entity in accordance with Section 21F of the Securities Exchange Act of 1934, Section 806 of the Sarbanes-Oxley Act of 2002, or any other whistleblower protection provisions of U.S. federal law or regulation, or (b) require notification or prior approval by the Company or any of its affiliates of any such reporting.

1.10 INSPECTIONS

When CEC has a "reasonable suspicion" that an employee has committed an illegal act or has violated any Company policy, he or she may be asked by the Company to submit immediately to a search or inspection unless otherwise prohibited by applicable state and/or local laws. Such a search or inspection can be required at any time (including during breaks and meal periods) while on Company premises or representing the Company.

Permitted searches include requiring the employee to make his or her desk, workstation, storage locker, briefcase, purse, pockets, wallet, personal belongings, vehicles, accommodations, and/or any other property that he or she uses, has access to, and/or has control of, available for inspection. All searches will be conducted in accordance with applicable federal, state, and local laws. Although the Company does not permit a physical search of an employee's person, a supervisor may request such a search from law enforcement where reasonable suspicion exists that this Policy is being violated.

Entry on to the Company's premises constitutes consent to searches and inspections. An employee's refusal to consent to a search or inspection when requested by CEC constitutes a violation of this Policy and, as with other violations of this Policy, is grounds for adverse employment action, up to and including termination of employment unless otherwise prohibited by applicable state and/or local laws.

This Policy is intended to comply with the requirements of any and all state and local laws, and in the event, there is a conflict between any provision of this Policy and any such laws, the latter shall prevail. However, the provisions of this Policy affected by such conflict shall be curtailed and limited only to the extent necessary to bring it within the requirements of the law. You have no reasonable expectation of privacy while on CEC's premises, and you are expected to cooperate in the conduct of any search or inspection.

CHAPTER 3: INFORMATION TECHNOLOGY

3.1 SYSTEMS, EQUIPMENT, AND SERVICES USAGE

Systems, Equipment, and Services Usage

CEC's communications and computer networks, equipment, hardware and software, internet, telephone, cell phones, voicemail, and e-mail systems are corporate resources to which employees and third parties may be provided access for legitimate business purposes.

Authorized CEC personnel have unrestricted access, without notice to the user, to information transmitted and/or stored in our voice, data and e-mail systems (such as past voice mail and e-mail messages and internet browsing history), as well as on CEC's automation hardware and software. Valid need for this access includes but is not limited to retrieving business information, troubleshooting hardware and software problems, preventing system misuse, assuring compliance with policies, and complying with legal and regulatory requests for information. Given these business requirements, CEC does not guarantee the privacy of documents and messages stored, received, or transmitted via CEC-owned files, desks, storage areas, or electronic media, and CEC reserves the right to inspect its assets at any time.

The Company may store electronic communications for a period of time after they are created, but from time to time, such communications, or copies of them, may be deleted. ***Note: For additional information contact the Human Resources Department for the record Company's Retention Policy.***

Acceptable Uses

The Company's equipment and internet connection may be used only for the Company business activities, and for the purpose of, or in support of, activities approved by the Company, unless such activities violate any uses listed as unacceptable. Resource intensive use of internet services (such as downloading large volumes of data and graphics) should be initiated during non-peak usage periods.

The Company also allows you limited and occasional personal use of the Company's equipment, and through the use of the Company's internet, during your break times, as long as such use does not violate the Company's Handbook, policies, and/or the "Code of Business Conduct & Ethics."

Unacceptable Uses

Unacceptable uses of Company equipment, the Company's internet connection, e-mail and the Company network include, but are not limited to, the following:

- To violate any applicable federal, country, or state law or regulation;
- To violate any of the Company's internal policies;
- To transmit any communications where the meaning of the message, or its transmission or distribution, may be offensive to the recipient or recipients, in violation of CEC's anti-harassment policy;

- To interfere with or disrupt other network uses, services, or equipment, including, without limitation:
    - Distributing unsolicited advertising, junk mail, or chain letters;
    - Operating a personal business through the Company internet link;
    - Sending or receiving sexually oriented messages or images;
    - Posting items on the internet that do not reflect the policies of the Company;
    - Transmitting any type or quantity that may cause disruption of services to others;
    - Propagating computer viruses, worms, or other potentially malicious code;
    - Unauthorized entry to other computer or network services;
    - No user shall use hacker (a person who breaks into and explores systems and tries to discover information by "poking" around) or cracker (computer criminals who gain illegal access to computers with malicious intent) techniques to gain access to internet services, web sites, or databases inside or outside the Company.
- To install or distribute unlicensed software;
- To install, remove, or distribute licensed software on CEC's computer systems without prior management approval;
- Utilizing Company equipment to access websites or view or store material considered to be pornographic. CEC is required by certain state laws to report any child pornography found on Company computers or evidence of an employee using a Company computer to access child pornography websites. In the event of such discovery, the MIS employee, or any other employee who makes the discovery, should immediately report the incident to the Human Resources Department and the Legal Department. Human Resources will be responsible for notifying the proper authorities. Failure to report a discovery of this nature may result in disciplinary action up to and including termination of employment.
- Storing employee or Guest personal or financial information (e.g., credit card numbers) on portable computing devices, local hard drive, or removable media;
- Sharing or failing to protect employee's personal information housed in the Human Capital Management system of record (Workday). This includes but is not limited to sharing passwords and accessing other employee's information on an unsecured personal mobile device or on an open network (public computer);
- Any communication or distribution of any kind of media that contains unencrypted cardholder data. Communication or distribution includes but is not limited to electronic mail, end-user messaging technologies and wireless communication devices;
- Soliciting outside business ventures;
- To leak or disclose confidential or privileged information;
- To access the e-mail or computer equipment of another employee unless authorization is provided by appropriate Company personnel;
- Sharing username and/or passwords with Company personnel or third parties;
- Creating or participating in web pages, internet links or internet chat rooms which infringe upon the Company's intellectual property rights; or
- For political or religious causes.

The lists above are not all inclusive and the Company reserves the right to amend these lists and this Policy at any time without notice.

Failure to abide by the provisions of this Policy may result in any of the following, as applicable: disciplinary action, which could include the loss of access to Company equipment, the Company's internet connection, e-mail and network; or other disciplinary measures up to and including termination of employment, as well as the Company availing itself of any legal and equitable remedies that may be available to prevent or redress your conduct.

[Revised 6/2022]

3.2 INFORMATION AND NETWORK SECURITY (DATA SECURITY)

CEC is bound not only morally, but legally, by federal and state laws, to protect certain sensitive/private information; therefore, data security is the responsibility of all employees. Your awareness and actions are required in four key focus areas.

- Protect CEC's Computer Network
    - Do not disable or circumvent any of our firewalls, routers, or anti-virus software.
    - Do not connect any unauthorized wired or wireless devices to our network.
- Protect User ID's and Passwords
    - Do not share your password with anyone, including supervisors.
    - Do not choose an easily identifiable password. (Passwords should be a minimum of 8 characters containing letters, numbers, and special characters.)
    - Do not leave your password in any location where it can be easily discovered by others (e.g., under keyboard, in an unlocked drawer, or other unsecure place).
- Protect Guests' Credit Card Information
    - Do not save or store any credit card information to a laptop, electronic device, or keep a paper copy.
    - Do not transmit or communicate any credit card information by any means or method (verbally, electronic mail, text messaging, and instant messaging).
    - Ensure any electronic record containing credit card information is permanently deleted. If record is in paper, it must be properly destroyed (Do not just throw away).
- Report Security Breaches
    - Remain alert and be aware of suspicious or out-of-the-ordinary activity:
        - Connected *unfamiliar devices* (including cell phones, i-pods, laptops, smart phones, tablets, etc.) to the network
        - *Social Engineering* (tricking people into revealing confidential information or doing something out of the ordinary; thus compromising security)
    - Report all suspected or confirmed security breaches immediately to the CEC Help Desk at 972-258-5451. After 6 p.m. CT, please contact the after-hours support person at 972-891-8180. Your involvement and quick action could prevent or minimize the impact of a security breach.

[Revised 6/2022]

CHAPTER 4 – EMPLOYMENT RELATED PROCEDURES & POLICIES

4.1 BACKGROUND CHECKS

It is CEC's policy and practice to comply strictly and completely with all applicable federal, state and local laws governing background checks, credit checks, consumer reports, investigative consumer reports, and reference checks.

Once CEC has extended a contingent offer to hire or rehire an applicant and the applicant has accepted the contingent offer either electronically or in writing, CEC will request that the applicant provide consent to the Company to conduct a background check and also provide the applicant with certain legal disclosures. After consent is given and disclosures have been provided, CEC will conduct a background check. Consent and disclosures may be given electronically or in writing. Background checks are performed for CEC by an independent company (referred to in this Policy as a "third-party vendor"). If permitted by law, the background check may consist of a criminal records search, credit check, drug screen, employment history, reference check or other background check that is related to the job the applicant will be performing.

In accordance with applicable federal, state and local laws, background checks are conducted on all applicants aged 18 and over. Applicants will be notified that a background check will be conducted and informed of all applicable disclosures in writing. Every applicant must consent to the background check, either electronically or in writing. The written notification must be provided and the written consent must be obtained on Disclosure and Authorization forms approved by CEC. No other forms may be used. No CEC employee may request a background check for an applicant unless there has been proper written disclosure by CEC and proper written authorization by the applicant. Employees must have a background check confirmation and be hired within 30 days in Workday of the background completion date.

Background checks also may be conducted for existing employees who are being considered for promotion or transfer, or who are under investigation or for other business reasons when permitted by law. Background checks performed under these circumstances must also follow the process described above. No CEC employee may request a background check for an existing employee unless there has been proper written disclosure by CEC and proper written authorization by the existing employee. CEC uses background checks to confirm the information that applicants supply and to enable CEC to obtain additional job-related information with regard to skills, abilities, and characteristics that establish an applicant's qualifications and suitability for the position in question. Background checks may include, but are not limited to, obtaining information regarding an individual's prior employment, county, state, and/or federal criminal history, character, general reputation, personal characteristics, personal and professional references, motor vehicle records, and credit history.

The type of background check conducted for an applicant or an existing employee may vary depending on a number of factors including the particular state in which the person lives, the information provided by the person, and the particular position for which the person is being considered. Please refer to CEC's complete Background Check Policy, available from Talent Acquisition, for additional details.

In addition to background checks, CEC on occasion may use a third-party vendor to conduct a reference check for an applicant or an existing employee. As part of the reference check, the third-party vendor ensures that the person being considered by CEC provides employment references and, in most instances, contacts the person's reference(s) for further information about her or him. CEC may not request a third-party vendor to conduct a reference check for a person unless the person has been notified in writing about the reference check and has consented in writing to it. The notification must be provided, and the consent must be obtained on CEC-approved Disclosure and Authorization forms. No other forms may be used. No CEC employee may request a third-party vendor to conduct a reference check for an applicant or an existing employee unless there has been proper written disclosure by CEC and proper written authorization by the applicant or existing employee.

As noted above, written disclosure and written authorization are an essential part of CEC's background check policy and practice. CEC has federal and state forms that must be provided to each applicant or existing employee as part of this process. For each state in which CEC operates, CEC maintains a state-specific "packet" of forms for background checks, credit checks, consumer reports, investigative consumer reports, and reference checks. Each state-specific packet is available through Talent Acquisition. Each manager must provide to each applicant or existing employee the forms specific to the applicable state. The forms should be provided to an applicant separately from the general employment application and only after CEC has made a decision that it is interested in hiring that applicant.

If there is any question about what forms should be provided to an applicant or an existing employee or when the forms should be provided, the manager must contact Talent Acquisition.

A full background check, or any portion of a background check (this includes criminal background checks, credit checks, consumer reports, investigative consumer reports, and reference checks), may not be conducted if prohibited in any way by any applicable law, including federal law or the law of the state in which the applicant or existing employee lives. CEC will use one or more third-party vendors to conduct or prepare background checks, credit checks, consumer reports, investigative consumer reports, and reference checks. A Talent Acquisition Representative will assess any potential risks and liabilities found in one or more of these checks or reports that are related to the job's requirements and determine whether the person should be hired/rehired/retained/promoted/transferred.

The laws of certain states limit credit checks to applicants for certain types of positions. For example, certain states limit credit checks to applicants where such credit check is "substantially related" to the job for which the person is applying. The packet of forms for such states (which may be electronic) will contain a disclosure form for a credit check listing the positions for which a credit check may be run. In most cases, a manager will need to indicate on the Disclosure form (by checking a box) the type of position for which the person is applying. All managers must consult with Talent Acquisition if there is any question about whether a credit check may be run for a particular person.

To the extent permitted by applicable state law, CEC provides each applicant with a criminal inquiry form that directs the applicant to provide directly to CEC information about that applicant's criminal history. The criminal inquiry form differs from state to state, reflecting the differences in state law regarding the permissible scope of direct inquiries regarding criminal history. Some states limit the type of criminal history information that can be obtained from an applicant and/or forbid any inquiry into criminal history until a conditional offer of employment has been made to an applicant. Each manager must be sure to provide each applicant with the criminal inquiry form specific to the state in which the applicant resides. No other forms may be used for this purpose.

4.2 ADVERSE ACTION PROCEDURES & POLICY

If a decision not to hire/rehire/retain/promote a person is made based on the results of a background check, a credit check, consumer report, investigative consumer report, or a reference check, Human Resources will follow the appropriate procedures under all applicable federal and state laws. Talent Acquisition will be responsible for following such procedures throughout the background check process and providing any necessary information to the applicant or existing employee. As required by law, a person will receive a copy of the report and a summary of rights, and may dispute any inaccurate or incomplete information contained in the report. Any questions regarding these procedures must be directed to your Talent Acquisition Representative or to the Chief Legal and Human Resources Officer.

If an applicant is denied employment (or if an existing employee is denied promotion or is otherwise impacted) due to the results of a background check, credit check, consumer report, investigative consumer report or reference check, the applicant or existing employee will be issued an Adverse Action Letter, a copy of the background check, credit check, consumer, investigative consumer report, a copy of his or her rights under the Fair Credit Reporting Act (FCRA) and any other applicable laws, and the name and contact information of CEC's third-party vendor, accompanied by a Disclosure Request form that provides the individual the opportunity to dispute the information contained in the report. If CEC has not been notified that a dispute is in progress within 5 business days (may vary based on local and state law), the applicant or existing employee will be issued a final letter notifying him or her that CEC will not offer him or her employment and also containing certain additional information required by FCRA. Managers also must consult with their Talent Acquisition Representative to see if there are any additional steps that are required by applicable state law.

Although information about a criminal conviction could result in a disqualification from employment, promotion or transfer in accordance with federal, state, and/or local laws, a criminal conviction does not automatically disqualify a person from consideration for employment, promotion, or transfer with CEC. Depending on a variety of factors, and in accordance with applicable law, the person may still be eligible for employment, promotion or transfer with CEC.

No applicant or existing employee can be hired/rehired/promoted prior to CEC's receiving the results of a background check, credit check, consumer report, investigative consumer report, and/or reference check (as appropriate) from the third-party vendor. Talent Acquisition will perform monthly audits to ensure a background check has been performed on all new hires/rehires aged 18 and over.

Applicants who falsify information during the application process will be disqualified from employment with CEC. Any manager who suspects or knows that a person has provided false information as part of the CEC application process must contact Human Resources/Talent Acquisition immediately. Employment will be terminated if, at any time after employment has commenced, it is discovered that an employee falsified information on an application, or as part of the hiring process, submitted or caused to be submitted any fraudulent information to the Company.

All signed background check, credit check, consumer report, investigative consumer report, and reference check forms, including Authorization forms and Acknowledgments and Release forms, and all applications for employment, will be kept on file for one year for applicants who are not employed by CEC and for the duration of employment for applicants who are hired by CEC and existing employees.

4.3 JOB POSTING PROGRAM

CEC believes in providing eligible and qualified employees with every available opportunity to advance within the Company. Through the Job Posting Program, we communicate information about job openings, and employees can indicate their interest in advancing to higher-level jobs or relocating to a more favorable market according to their skills, experience, and job performance.

Employees are required to assume an active role in their career development. They are expected to identify their targeted career goals and discuss them with their supervisors. Employees must review their own skills, knowledge, and abilities to realistically evaluate how they can best be utilized within the Company.

Operations Management positions up to and including the District Manager level typically will be posted on the Company's career website and may be simultaneously posted externally. All positions up to and including Director-level typically will be posted internally for a minimum of 3 calendar days. Support Center positions up to and including Director level positions will be posted internally for a minimum of 3 calendar days on the Company's career website and may be posted externally. Newly created positions require the appropriate level of approval before they can be posted.

Additionally, cast/team member positions may be posted from time to time for targeted sourcing initiatives and new restaurant openings.

CEC's hiring practices are in accordance with applicable federal, state, and local laws. This includes selecting the best qualified candidate for a position without regard to any protected category under applicable federal, state and/or local laws and jurisdictions.

Internal Applicant Process and Requirements

- Internal applicants should notify their supervisor of their interest in a posted position prior to making an application. A supervisor does not have to approve the application; he or she should simply be notified that the employee intends to apply.
- Employees must submit all applications via the Company's career website. For specific step-by-step instructions, please refer to the "Internal Applicant Process" instructions, which can be found on the Company's approved shared drives or contact the Talent Acquisition department.
- Any employee needing an accommodation due to a disability or other protected reason during the application process should contact his or her Human Resources Representative. CEC will endeavor to provide reasonable accommodations in accordance with applicable law unless doing so would impose an undue hardship on the operation of our business.
- Employees must apply for every specific opening of interest as it becomes available. Applying once to an opening does not submit the employee's application to any other opening that is or becomes available.
- Internal applicants must meet certain position requirements to be eligible for another position within the Company. Employees most recent overall performance appraisal rating must have been "3" (Meets Expectations) or better and must not have been presented with any disciplinary action document within 6 months of promotion/transfer request to be considered eligible for transfer or promotion. In addition, candidates for promotion must meet the following requirements:
    - Internal applicants must satisfy all pre-employment requirements established for a job which may include skills testing, selection assessment, background screening, and/or drug testing as permitted by applicable legislation. Internal applicants whose background screen contains information that does not meet CEC's Background Adjudication Guidelines will be disqualified and their employment terminated in accordance with the applicable adverse action process. See CEC's "Background Check" and "Controlled Substances and Drug Testing" policies in this Handbook for more information.
    - The timing of transfers or promotions across regions, or departments, must be approved by both department heads and coordinated with both supervisors involved. Promotion and transfer dates should be coordinated with both supervisors involved. The transfer normally occurs within 2 weeks of the final decision.
    - Support Center employees must be in their current position for a minimum of six (6) months.

The Job Posting Program does not provide employees with a right to move to a new position, but rather provides an opportunity to be considered and indicate an interest in opportunities as they arise. Ultimately, CEC will choose the candidate that it considers best meets the criteria required for the position.

4.4 TRANSFER OF EMPLOYEES

If you want to transfer to another department or location, you may apply for an available position at any time if you meet the eligibility criteria outlined in the Internal Applicant Process policy.

In addition to voluntary transfers, you may be required to transfer to an alternate position or location for reasons such as: elimination of a position, demotion, prohibited dating relationship within the chain of command, and/or any other conflict of interest or business necessity that may arise. These transfers are reviewed and determined by Human Resources.

In addition, you may be transferred to a temporary position or location for reasons such as: a business necessity, a reasonable accommodation as required by law, and/or a necessity when conducting an investigation, etc. These transfers are reviewed and determined by Human Resources.

Exceptions to this Policy will be reviewed on a case-by-case basis and must be approved by the Chief Legal and Human Resources Officer.

4.5 EMPLOYMENT SEPARATION PROCEDURES

You are free to terminate your employment with CEC at any time, with or without a reason, and CEC has the right to terminate your employment or the employment of others at any time, with or without a reason, provided the reason does not violate any law. If you decide to voluntarily terminate your employment, CEC asks that you give at least 2 weeks' **written notice** to your immediate supervisor of your intention to leave your job. **Employees who do not give 2 weeks' notice before resigning may not be considered for rehire. The Company also requires you to include in the written notice the reason for the resignation and the effective date so that CEC and your supervisor may adequately prepare for your departure. Please note, however, that you may not use accrued vacation time to extend your separation date.**

CEC may dismiss resigning employees immediately with pay (2 weeks maximum) for the notice period. CEC may also dismiss a resigning employee immediately without pay if the employee violates any CEC policy, practice, or procedure, including without limitation by not reporting to work during the notice period.

Before separating from the Company, either voluntarily or involuntarily, you will be asked to meet with a member of your Management Team to complete your employment termination process. This includes returning all CEC-owned property such as Company confidential information, all keys or access cards (building, office, desk, and cabinets), CEC-secured credit cards, computers, or any other Company-owned equipment. Terminating employees who separate voluntarily from CEC may also be asked to participate in an exit interview with Human Resources to give feedback on their job experience.

When you separate from CEC, you must not disclose or otherwise use CEC "Confidential Information," as that term is defined in this Handbook. You are also prohibited from copying or taking any computer files, documents, manuals, or other CEC materials, per these policies and state laws.

If you are separated/discharged/terminated from CEC, you will receive written notice of your ability to receive any continuing benefits. Employees who terminate may be eligible for continuation of health benefits. A COBRA election notice will be mailed to eligible employees by CEC's COBRA administrator. CEC will also provide you with your final pay in accordance with applicable federal and state laws.

4.6 RE-HIRE ELIGIBILITY

CEC is pleased to consider eligible former employees for rehire. Former employees who leave in good standing and wish to return and be part of CEC's team again, must meet the requirements below in order to be eligible for rehire. The former employee will be considered to be in good standing if all of the following are met:

- Resigned from the Company voluntarily.
- Not formerly under investigation for violations of the law or CEC policy, practices or procedures.
- No corrective action in the six (6) months preceding resignation.
- Provided at least 2 weeks' notice to his or her supervisor before resignation; and
- Maintained acceptable performance during the former employment.

Note: Employees involuntarily terminated by CEC will not be eligible for rehire unless the termination was the result of a Company reduction in force and the employee was in good standing at the time of the position elimination.

4.7 SERVICE CREDIT FOR REHIRED EMPLOYEES

Employees who have previously worked for CEC Entertainment or one of its subsidiary companies may be re-hired by the Company, if eligible. In order for a re-hired employee to be eligible for service credit: (1) he/she must have initially worked for CEC for an average of at least 35 hours per week for a period greater than the time between his/her initial termination date and re-hire date, and (2) the gap of employment between CEC positions cannot exceed three years. If an eligible re-hired employee meets both of these criteria, CEC will calculate an adjusted service date that credits the prior period of employment with CEC but does not include the gap between CEC employment dates.

The Company will not provide a bridge in service unless an employee was previously employed in a full-time position and terminated by CEC, with severance benefits, as a result of a reduction in force or job elimination, and the employee is subsequently re-hired by CEC within 90 days after the termination date. In those situations, the employee's original hire date will be reinstated. For stock acquisitions or franchise buy-backs, the transaction close date will service as the employee's new hire date and the employee will retain his/her original service date for tenure purposes, unless otherwise stipulated in the purchase agreement.

The service credit or bridge in service provided in this policy may not apply to certain ERISA governed employee benefits. Employees may contact the Benefits department for eligibility and length of service requirements for specific benefits, including Health Insurance, Short Term

4.8 VERIFICATION OF EMPLOYMENT

Requests for employment verification from current or former employees, governmental agencies, or other organizations such as financial or lending institutions should be referred to CEC's outsourced employment and income verification service provider, The Work Number.

The Work Number is a fully automated service provider that is available 24 hours a day. Verifications can be obtained via the website (www.theworknumber.com) or by calling the service at (800) 367-5690.

- The CEC Entertainment company code is 11631.
- The Peter Piper company code is 17803.

Employees can login by entering the correct company code in addition to their User ID and PIN/Password which is set up on the first use of the service. The only information revealed in an employment reference will be the fact that the employee is or was employed by CEC, the dates of employment, and the current or last job title. Verification of earnings will be provided only with the employee's signed authorization, a salary key on The Work Number, a one-time electronic signature or pursuant to a lawful court order, subpoena, or request by government agency as required by law.

Under no circumstances is any employee authorized to provide a written or official employment verification response or reference for the company. Only Human Resources or someone acting with explicit authorization from Human Resources is permitted to speak on behalf of CEC regarding verifications or references.